

INVICTUS

Education Trust

Invictus Education Trust – Gender Pay Gap Analysis Report 31st March 2021

From 6th April 2017 employers in Great Britain with more than 250 employees are required by law to publish the following information as at a snapshot date. The gender pay gap snapshot for Invictus Education Trust is taken at 31st March 2021 and reported by 31st March 2022.

We must report the following:

- Average gender pay gap as a mean average
- Average gender pay gap as a median average
- Proportion of men and women receiving bonuses
- Proportion of men and women in each quartile of the organisation’s pay structure

According to the Office of National Statistics, the overall national average gender pay gap for the UK at April 2021, across all sectors, was 15.4%.



Mean average
Gender Pay = 14.9%



Upper
Female 67%



Middle Upper
Female 67%
Male 33%



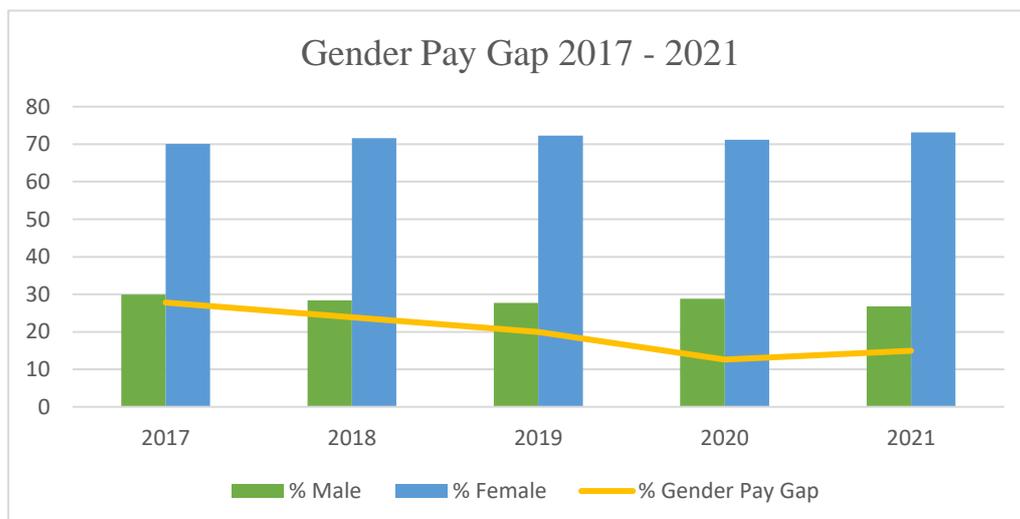
Third Quartile
Female 72%
Male 28%



Fourth Quartile
Female 86%
Male 14%

Median gender
pay gap = 21.9%

Invictus Education Trust does not make bonus payments therefore the requirement to report on this difference is not applicable.



Invictus Education Trust Gender Pay Gap Report March 2022 – Snapshot Date March 2021

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Invictus Education Trust's Pay gap for March 2021 is 14.9%, which shows a slight increase of just over 2% from March 2020, however, this is still much lower than 20% shown at March 2019 and is lower than the national average.

At Invictus Education Trust we have a significant number of female staff holding senior positions, such as in our Headteacher staff group where 77% of our Headteachers are female which positively assists closing the gender pay gap for the Trust.

However, data shows that there is a negative shift in the fourth quartile this year. This is because during Covid-19 we increased the number of cleaning staff across the Trust which were all female and cleaning roles are job evaluated at the lower end of the pay scale.

The Trust operates a fair and safe recruitment process and also employs staff on NJC Terms and Conditions for Support Staff or School Teachers Terms and Conditions. Both sets of terms and conditions have job evaluation or salary parameters for different roles to ensure pay is fair and equitable for the job role.

The current gap is influenced by the roles held by the genders across the different areas of work. Our Trust employs a higher percentage of female staff (73.1%) compared to male staff (26.9%). The main reason for our pay gap is that women typically occupy lower paid non-teaching roles.